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## **GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY**

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### **Tribal Government Consultation Policy**

#### **Purpose**

This policy establishes the basic principles governing the Governors Office of Equal Opportunity (GOEO) relations with Tribal governments in the State of Arizona.

#### **Introduction**

The State of Arizona is fully dedicated to the philosophy and practice of equal economic and employment opportunities for all citizens, prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, veteran status or political affiliation, except when any of these factors is an existing bona fide occupational qualification.

The State of Arizona intends to remove all existing artificial barriers that have hindered qualified applicants and employees from full consideration for positions because of race, color, sex, religion, national origin, age, disability or veteran status.

The policy to provide equal employment opportunity includes, but is not limited to:

- Hiring, placement, promotion, transfer or demotion
- Recruitment, advertising, and all solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for education and training
- Layoff, termination or reinstatement
- State service examination process

The State of Arizona seeks to enrich and facilitate programs designed to enhance the growth and development of minority and women-owned business enterprise.

The State of Arizona seeks to improve and enrich the quality of life for all citizens in the state.

#### **Policy**

GOEO recognizes the sovereignty of Tribal governments and their jurisdiction over lands within Indian Country as defined by federal law.

GOEO supports the strengthening of Tribal capacity for community, economic and workforce development. GOEO's support to Tribes will be provided in the interest of the State and will not be used as the basis for assertion of State authority within Indian Country.

GOEO is committed to developing cooperative relationships with Tribes, and will respect the concerns of Tribes.

### **Responsibility**

The responsibility for the administration and enforcement of the GOEO Tribal Government Consultation Policy lies with the Director and Office of the Governor.

### **Procedure**

1. GOEO will not conduct any activities within Indian Country without first receiving an invitation from the appropriate Tribal official.
2. GOEO will conduct cultural awareness training for state agencies, when appropriate and as resources allow, to better understand the beliefs, values, and communication styles that must be addressed to effectively provide products and services to Tribal members.
3. GOEO will open its training programs to Tribal officials and Tribal staff whenever possible.
4. GOEO will be responsible for exploring and offering alternative resolutions for grievances and allegations based on discrimination regarding race, sex, national origin, religion, age, disability or veteran status.
5. GOEO will work in conjunction with the Department of Commerce to develop and initiate programs designed to enhance and promote economic growth and enrichment in low income and minority communities, as well as minority and women-owned business enterprises by providing workshops, seminars and conferences to supply technical assistance, training and education.
6. GOEO will work cooperatively with Tribal Governments and Organizations to identify representatives to serve on State of Arizona Boards and Commissions.
7. GOEO will conduct programs, which are designed to develop and implement equal employment opportunities, diversity planning and cultural competency policies, and disadvantaged economic development policies and programs.
8. GOEO will educate the public about job openings and state contracting opportunities available within the State, in addition gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in the State of Arizona.
9. GOEO will establish and cultivate working relationships with key persons in Tribal Governments.
10. GOEO will develop and maintain existing mechanisms to announce and distribute various State agency employment postings, vacancies to state boards & commissions, and opportunities for minority and women owned businesses to tribal community outlets.
11. GOEO will maintain a contact database comprised of representatives in tribal, federal, state, county, city and minority non-profit organizations for the purpose of recruitment of members from under-utilized populations.

### **APPROVED BY:**

Governor's Office of Equal Opportunity



Mr. Manuel V. Cisneros, Director

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